



EMPLOYMENT OPPORTUNITY
Management Analyst 5
\$4322.00 – \$5668.00 Range: 60

Recruitment # 1267-09

Opens: October 28 , 2009

Closes: November 13, 2009

Job Summary

The Climate Change Coordinator leads and coordinates the development and implementation of WDFW policy related to conservation of fish, wildlife, and other elements of biodiversity in response to a changing climate. The position plays a key role in building and enhancing partnerships with federal, state, tribal, local, and nongovernmental entities to address issues associated with climate change and provides policy oversight for other environmental forums to enhance conservation of fish and wildlife ecosystems.

This is a unique and timely opportunity to influence an issue from a conservation perspective that promises to be one of the most complicated, far-reaching, and crucial of our time: climate change. While Washington has taken steps to address mitigation of climate variability and change, much more work is needed in the arena of *adaptation* – meaning what measures will be needed for natural and human systems to avoid, withstand, or take advantage of current or projected climate changes and impacts. By leading the development of WDFW's Climate Task Force, assisting in the creation of a mandated statewide integrated climate change response strategy, and coordinating the implementation of department policy related to driving conservation of fish, wildlife, and other elements of biodiversity in response to a changing climate, this position will assist in shaping state policies related to climate change in their critical early stages.

The position will work closely with the Director, Deputy Director, IRM Lead, Environmental Policy Lead, Executive Management Team, policy staff from other state and federal agencies, tribes, and nongovernmental organizations and will represent the agency on climate change issues in federal as well as state and local forums. Principal activities include:

- Facilitating development of management action to address adaptation needs in response to climate change
- Leading state-tribal forums addressing the agency's conservation goals
- Assisting the Environmental Policy Lead in preparing for legislative hearings and testimony related to climate change and other conservation-based issues
- Leading development of an agency Climate Change Action Plan
- Facilitating inter-program dialogue and collaboration to achieve priority actions in the Action Plan
- Leading efforts to partner with other governmental and nongovernmental entities throughout development and implementation of the Action Plan
- Leading and coordinating efforts to educate WDFW employees, other agencies, the legislature, and the public about the implications and urgent nature of climate change as it relates to the Department's mission
- Leading and coordinating development of an agency-wide Climate Communication Plan and climate website
- Identifying and engaging in various intergovernmental forums related to adapting to climate change

Working Conditions

This position is in Intergovernmental Resource Management, located in the Natural Resources Building, Olympia, Washington. The typical schedule is 8:00 to 5:00 and five days a week with occasional travel and evening meetings.

Qualifications and Competencies

Required: A college degree with major emphasis in fish and/or wildlife biology, conservation biology, ecology, environmental science, or a related field and three years of related professional experience are required. Related professional experience includes conducting research and analyzing policies, laws, rules, or regulations. A graduate degree with a relevant specialty will substitute for two years of the required professional experience.

Recruitment # 1267-09**Opens: October 28, 2009****Closes: November 13, 2009**

Preferred applicants will have practical experience with policies and scientific processes related to climate change and adaptation and mitigation strategies, as well as demonstrated success directing and integrating all aspects of a project or program, integrating various ideas, intentions, and information to form effective and realistic goals, objectives, timelines, action plans, and solutions.

The best qualified applicants will demonstrate competencies in the following areas:

Comprehensive knowledge of policies and scientific processes related to climate variability and change, federal and other states' climate change legislation and adaptation strategies, and familiarity with various state and federal environmental laws (e.g. ESA, NEPA, SEPA).

Ability to:

Build, coordinate, and lead inter-agency and other teams in a manner that fosters a creative, cooperative, and productive environment, and to provide direction for discussions on a wide variety of information related to climate change adaptation, mitigation, and education.

Translate detailed, complex information into readable, workable material for the agency, other agencies, the legislature, and the public.

Achieve excellent results with little need for oversight or detailed directions, and to anticipate and clearly communicate future needs in various agency and inter-agency forums.

Build effective relationships for integrating various ideas, intentions, and information and to facilitate the development of effective and realistic goals, objectives, timelines, action plans, and innovative solutions.

Convey ideas and information through the spoken word and in writing using language that is appropriate to both the complexity of the topic and the knowledge and understanding of the audience or reader.

How to Apply

This recruitment closes November 13, 2009.

Submit a completed **state job application** and a **detailed resume** showing how you meet the qualifications and competencies sought for this recruitment. Be specific in listing relevant education and training completed and in describing the work experiences and other accomplishments that demonstrate how you meet the competencies. Send your application materials to:

Margaret Gordon, Recruitment Specialist
Human Resource Office, Department of Fish and Wildlife,
600 Capitol Way North, Olympia, WA 98501-1091
(Phone: 360-902-2209)

Or by e-mail to: WDFWjobs@dfw.wa.gov

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.